

**Department of Intercollegiate Athletics  
University of Washington  
Employment Contract**

This Employment Contract (this "Agreement"), effective as of **February 1, 2019**, is entered into by and between **James P. Lake, Defensive Coordinator and Assistant Football Coach**, (the "Employee"), **J Lake Enterprises, LLC**, a personal services limited liability company registered in the state of Washington ("JLE"), and the University of Washington (the "University"), including its Department of Intercollegiate Athletics ("ICA"). The Employee, JLE, and the University may hereinafter be referred to individually as a "Party" and collectively as the "Parties". Upon commencement, this Agreement cancels and replaces any and all prior employment agreements, memorandum of understanding or offers, whether written or oral, between the Parties.

The Parties hereby agree as follows:

1. **Position.** The University agrees to employ the Employee as, and the Employee agrees to be employed as, a **Defensive Coordinator and Assistant Football Coach** under the terms and conditions set forth in this Agreement. It is understood that Employee's rights as a University employee are governed solely by this Agreement and the provisions of the Intercollegiate Athletic Department's Personnel Program for Contract Staff ("Personnel Program").
2. **Employee Responsibilities.** During the term of this Agreement, the Employee and/or JLE shall perform the following duties and have the following responsibilities as specified:
  - a. The Employee shall devote full and best effort in faithfully and diligently carrying out the duties and responsibilities of **Defensive Coordinator and Assistant Football Coach** in the University's Department of Intercollegiate Athletics (the "Department").
  - b. The Employee and JLE shall actively comply with and support all University rules and regulations.
  - c. Compliance with the rules and regulations of the NCAA, the Pac-12 Conference, the University and the State of Washington is of paramount importance to the University. The Employee and JLE shall know and understand all rules and regulations governing intercollegiate athletic competition and adhere to all applicable rules and regulations of the NCAA, the Pac-12 Conference, the University, the State of Washington and other established bodies that govern intercollegiate athletics and the University. In the event the Employee or JLE has a question about the application of such rules and regulations, or becomes aware of or has reasonable cause to believe that violations of these rules and regulations may have occurred, the Employee shall contact the Sr. Associate Director of Athletics for Compliance immediately. Employee also agrees to cooperate fully and truthfully in the event the institution or NCAA requests information as part of an investigation into potential violations of NCAA rules (See NCAA Bylaw 10.1). As a condition of employment, the Employee shall be required to participate in rules education programs offered by the Department.
  - d. The Employee shall carry out all other Department duties as assigned by the Director of Intercollegiate Athletics (the "Director"). The Director shall have the sole discretion to reassign the Employee to duties other than **Defensive Coordinator and Assistant Football Coach** during the term of this Agreement.
  - e. The Employee and JLE shall comply with all applicable laws of the United States and the state of Washington.



- f. Employee shall undertake the responsibilities of and serve as a coach at the University of Washington summer sports camps for athletes in grades K-12. Specific duties and responsibilities shall be as approved by the Director or the Director's designee.
  - g. Services Provided by JLE. For the duration of this Agreement or upon termination of this Agreement according to the terms herein, J Lake Enterprises, LLC agrees to provide the services of Employee for duties, including but not limited to, personal appearances, interviews, coaching shows, other media appearances by Employee on behalf of the University and the football program, as specified by the Director. JLE further agrees to provide the services of Employee to satisfy any obligation under an agreement between University and any University sponsor as specified by the Director.
  - h. Employee shall be available, subject to required time commitments to perform other duties under this Agreement, to attend events related to alumni, student athletes, fans, students, University donors, sponsorships, recruitment, ICA, or other University contractual obligations as determined by the Director, including but not limited to multimedia rights, apparel, equipment, or other sponsorship arrangements.
3. **Duration.** This Agreement shall be for a definite term commencing on **February 1, 2019** and ending on **January 31, 2022** (the "**End Date of the Agreement**"), unless terminated sooner in accordance with the provisions of this Agreement.
4. **Compensation and Benefits.** In consideration for the promises Employee and JLE have made in entering into this Agreement, the Employee and JLE shall each be entitled to the forms of compensation set forth below. Unless specifically excluded by law, all compensation paid directly to Employee shall be includible in Employee's gross income and subject to normal deductions for state, local, and federal taxes and any retirement or other benefits in which the Employee is entitled to participate. Compensation paid directly to JLE, shall be subject to any applicable information reporting requirements. The compensation and benefits due to Employee and JLE shall be as follows:
- a. **Base Salary.** Employee's base salary shall be **\$58,334 per month (annual equivalent: \$700,008)** (the "**Base Salary**") beginning February 1, 2019; and will be **\$62,500 per month (annual rate: \$750,000)** beginning February 1, 2020; and will be **\$70,834 per month (annual rate: \$850,008)** beginning February 1, 2021. The University shall have the right to increase the Employee's Base Salary at such time and in such amounts as it deems appropriate. Compensation shall be paid in accordance with established University and state of Washington payroll procedures.
  - b. **Compensation to JLE:** University agrees to pay JLE and amount equal to **\$700,008 annually** effective February 1, 2019; and an amount equal to **\$750,000 annually** effective February 1, 2020; and an amount equal to **\$850,008 annually** beginning February 1, 2021; during the Term of this Agreement, or upon termination of this Agreement according to the terms herein, beginning on the Effective Date, for so long as Employee remains employed by University under this Agreement, and subject to the provisions of Sections 8 and 9, of this Agreement to provide the services of Employee specified in Section 2.g. Payment under this subsection shall be characterized as a payment for services to JLE as an independent business entity in its corporate form. Payments to JLE shall be prorated as a monthly payment and paid in accordance with University policies and procedures.



- c. **Tax Withholding and Indemnity.** As an employee, compensation paid to Employee under Section 4.a, shall be treated as wage income included in Employee's gross income and subject to normal deductions and withholdings for state, local, and federal taxes and contributions for retirement and other benefit plans in which Employee is enrolled. Compensation paid to JLE under Section 4.b., for services provided under Section 4.b, shall not be treated as wages paid by University to Employee and shall be reported by University to JLE on an appropriate IRS Form, if required. JLE shall be responsible for any and all income and employment taxes and withholding obligations with regard to any payments made under Section 4.b and both JLE and Employee hereby agree to indemnify and hold harmless University from any taxes, penalties, interest, and any costs of defense that may arise out of or in any way related to a re-characterization of, or other adverse determination by the IRS with respect to the treatment of any payments made by University to JLE.
- d. **Performance Incentives.** Employee may earn the performance incentives described in this Section 4d.
- (1) **General Rules.** The following general rules shall apply to all performance incentives described in this Section 4d.
- (i) In the event there are any discrepancies, ambiguities, or questions regarding Employee's right or ability to earn a performance incentive, the determination shall be made by the Director and shall be within the Director's sole discretion.
  - (ii) In order to earn a performance incentive Employee must still be a University Employee at the time the post-season competition takes place. In order to earn an academic achievement incentive, Employee must still be a University employee at the time the University determines the academic achievements have been met.
  - (iii) Academic incentive payments shall be made one month after they are determined by the University and post season incentives shall be paid one month after the post season competition takes place.
- (2) **Performance incentives.** Employee may earn the following University of Washington football team performance incentives.
- (i) **Academic Achievement.** Employee shall earn the incentive if the football Academic Progress Rate (as defined by the NCAA and calculated using only the academic years during which Employee was employed at the University) is as follows:
    - \$2,000 if the APR is greater than or equal to 950, or
    - \$4,000 if the APR is greater than or equal to 960, or
    - \$5,000 if the APR is greater than or equal to 970
  - (ii) **Athletic Achievement for Pac-12 Conference championship**
    - \$6,000 for a Pac-12 championship game appearance, and
    - \$10,000 for a Pac-12 championship game win
  - (iii) **Athletic Achievement for NCAA Post Season.** In the event the football team participates in NCAA post-season competition, employee shall receive **one** incentive as defined below. **These are not cumulative.**
    - \$5,000 for a bowl game appearance, other than the top two Pac-12 contracted bowl games, the New Year's Six, or the CFP games; **or**



- \$10,000 for an appearance in one of the top two Pac-12 contracted bowl games, other than the New Year's Six, or CFP games; **or**
  - \$20,000 for a New Year's Six bowl game appearance; **or**
  - \$40,000 for a CFP semi-final game appearance; **or**
  - \$60,000 for a CFP championship game appearance; **or**
  - \$70,000 for a CFP championship game win.
- e. **Courtesy Car.** The Employee is eligible to participate in the University's Courtesy Car program and be assigned one vehicle. Any cost of insurance shall be borne by Employee and proof of insurance must be provided to the University. The use of such vehicle for official purposes shall be at University expense. The Employee is responsible to pay taxes on the annual leased value of the vehicle in accordance with IRS rules and established University policies and procedures for the Courtesy Car program. Participation is at the sole discretion of the Director and can be withdrawn by the Director at any time.
- f. **Summer Camps.** As compensation for undertaking the responsibilities of and serving as a coach at the football sports camps, Employee shall be compensated in an amount to be determined by the Director or the Director' designee prior to the beginning of the camp.
- g. **Standard Benefits.** The University shall provide the Employee with those benefits available to contract staff under the Personnel Program. The Personnel Program in effect at the time this Agreement is entered into, or as thereafter amended, shall apply to the Employee and to this Agreement, and the terms of the Personnel Program are incorporated herein by reference. In the event of any conflict between this Agreement and the Personnel Program, the terms of this Agreement shall prevail. The University will endeavor to provide the Employee with at least thirty (30) days written notice of any change in the Personnel Program.
- h. **Reimbursement for Expenses.** Reimbursement for expenses shall be in accordance with established University policies.
5. **Academic Expectations.** The Parties agree that, although this Agreement, and the Employee's duties hereunder, are related to athletic pursuits of the University's students, the primary purpose of the University is educative. Thus, the Parties recognize and agree that satisfactory academic performance and normal and ordinary progress toward obtaining a baccalaureate degree by student-athletes participating in the University's intercollegiate athletic programs are of paramount importance. Performance reviews by the University of the Employee shall specifically include an evaluation of how well the members of the University's **Football** Team are performing academically. The Employee will use reasonable efforts to ensure that student-athletes participating in the **Football** program make normal progress toward their degree, are retained, and that they ultimately graduate.
6. **Collateral Opportunities.** The Parties acknowledge the existence of collateral opportunities that may result in additional income to Employee, such as personal service agreements for supplemental income. The following terms and conditions shall apply to Employee's collateral opportunities:
- a. **University Obligations Are Primary.** Such outside activities shall not interfere with the full and complete performance by Employee of Employee's duties and obligations as a University employee, recognizing always that Employee's primary obligations lie with the University and its students;



- b. NCAA Rules, State Law, and University Policy Shall Be Followed. In no event shall Employee accept or receive directly or indirectly any monies, benefit or any other gratuity whatsoever from any person, corporation, University booster club or alumni association or other benefactor, or engage in any other action, if such action would violate the NCAA or Pac-12 Conference constitution, bylaws, rules and regulations or interpretations thereof, or any state law, including but not limited to the Ethics in Public Service Act or University policy on outside compensation or conflict of interest, as now or hereafter enacted;
  - c. Prior Written Approval. Employee must obtain prior written approval from the Director and the President of the University for all athletically-related income and benefits from sources outside the University, including but not limited to: income from annuities; sports camps; housing benefits; ticket sales; television and radio programs; licensing and marketing opportunities; and endorsement or consultation contracts with athletic shoe, apparel, or equipment manufacturers or distributors. Prior written approval from the University's Trademarks and Licensing Office is required to use, directly or by implication, the institution's name, logo, or other registered trademarks in the endorsement of commercial products or services for personal gain. Prior written approval from the President may also be required for certain kinds of non-athletically related income under state law (see rules related to outside income in Section 47.3 of the University of Washington Administrative Policy Statements);
  - d. Annual Reporting Requirement. Employee must provide the Athletic Director and the President of the University with a written report, at the end of each calendar year, itemizing all outside compensation received during that year. Outside income shall include but is not limited to income from endorsement or consultation contracts with apparel companies, equipment manufacturers, television and radio programs; income from ownership control or management of a foundation, organization or other entities; etc. (*See NCAA Bylaw 11.2.2*)
  - e. Other Limitations. Employee may not be identified in any commercial advertisement as an employee of the University, and Employee's position or title may not be used as an identifier in such advertisement, without the prior written consent of the University. In addition, Employee may not use or be pictured in identifiable University facilities in commercial advertisements without the prior written consent of the University. Any outside activities undertaken shall be in conformance with state and University policies and regulations including the University's policy on outside compensation; and
  - f. University Is Not Liable. During the term of this Agreement, the University is responsible to compensate Employee only for the base salary identified in Section 4.a and any other compensation, specifically outlined in Section 4. Under no circumstances is, or shall, the University be responsible or legally liable for the existence, availability, continuation, alteration, compensation, or termination of any collateral opportunities, or other benefits.
7. **Termination and Suspension by University With Cause.** The University shall have the right and option to suspend Employee for a period of time, not to exceed ninety (90) days, with or without pay, or terminate this Agreement for just cause prior to its normal expiration. The term "just cause" shall include, in addition to, and as examples of, its normally understood meaning in employment contracts, any of the following:
- a. Violation by the Employee of any of the material provisions of this Agreement not corrected by Employee within ten (10) days following receipt of written notification of such violation from the University;



- b. Refusal or unwillingness by the Employee to perform Employee's duties hereunder;
- c. Any significant, serious or intentional act of misconduct by the Employee, including but not limited to, an act of dishonesty, theft, or misappropriation of University property, moral turpitude, insubordination, or act injuring, abusing, or endangering others;
- d. Any significant, serious or intentional violation of any law, rule, regulation, constitutional provision, or by-law of the University, the state of Washington, the Pac-12 Conference, or the NCAA, which violation may, in the sole discretion of the Director, reflect adversely upon the University or its athletic program in a material way, including any violation which may result in University being placed on probation by the Pac-12 Conference or the NCAA, and including any violation which may have occurred during prior employment of the Employee at another NCAA-member institution;
- e. Any other conduct of Employee seriously and materially prejudicial to the best interests of the University or its athletic program.

The Parties agree that the term "just cause" does not include a failure of the **Football** program to have success athletically or academically. "Just cause" sufficient to satisfy the provisions of this Section 7 shall be determined by the Director in the Director's sole discretion. Notice of the determination of "just cause" will be given to the Employee in writing. Said notice will include a statement of the basis for the determination. Within seven (7) days of receipt of the notice, the Employee will be afforded the right to a meeting with the Director prior to any disciplinary action being effected. At this meeting, the Employee shall have the opportunity to respond to the notice, and to present Employee's position. The Employee shall have the right to have an attorney or other representative present at this meeting. Following such meeting, the Director shall issue the Director's decision, which shall be final. The Employee and the University agree that there will be no further administrative process in connection with any suspension or the termination of this Agreement pursuant to this Section, and the Employee explicitly waives Employee's rights to additional administrative process, including, without limitation, Employee's due process or liberty rights under the federal and state constitutions, Employee's rights under the state Administrative Procedures Act, Employee's rights under any other state or federal law, and Employee's rights under any University rule or regulation, including but not limited to, those set forth in the Personnel Program.

In the event this Agreement is terminated for cause in accordance with the provisions of this Section 7, all obligations of the University to make further payments or provide other consideration hereunder shall cease, provided that the University shall pay to the Employee and JLE all compensation and benefits, as applicable, earned on a pro-rata basis to the date of termination. In no case shall the University be liable to the Employee or JLE for the loss of any collateral opportunities or other benefits, perquisites, or income from any source.

In the event a termination under this Section 7 is later determined to be unfounded or in error, such termination shall automatically convert to, and be deemed to be, a termination without cause pursuant to Section 8, and the liquidated damages set forth therein shall apply.

8. **Termination without Cause.** At any time, and in addition to other termination rights set forth in this Agreement, the University shall have the right to terminate this Agreement without cause. In the event the University chooses to terminate Employee's employment without cause, then University shall pay Employee the remainder owed under section 4.a, and JLE the remainder owed under section 4.b. Sections 4.a and 4.b bear to the sum of the amounts under Sections 4.a



and 4.b, as liquidated damages, a sum equal to the amount of compensation owed under Sections 4.a and 4.b through the End Date of the Agreement. Such liquidated damages shall be paid to Employee and JLE in equal monthly installments from the date of termination until the end of the End Date of the Agreement specified in Section 3. All payments under this Section shall be subject to normal deductions for state, local and federal taxes and reported on the Employee's W-2 or to JLE on the appropriate forms as applicable.

The Parties recognize that Employee has the duty to obtain other employment in mitigation of any damages Employee may sustain by virtue of the termination of this Agreement and this duty to mitigate includes a responsibility to seek a market rate salary for any new employment Employee obtains. In the event Employee is reemployed between the date of termination and the date this Agreement would otherwise have expired, the University shall have no further obligation to pay liquidated damages to Employee beyond the date Employee begins employment elsewhere **unless** the compensation received through any reemployment is less, when prorated on a monthly basis, than the University's monthly obligation outlined herein Section 4(a) and 4(b). In the event that any new compensation (prorated monthly) is less than the University's monthly obligation under this Agreement, then the University's monthly obligation will be reduced by the new employment compensation amount and paid through the end date of the agreement.

Employee shall provide the University with notice, in writing, within seven (7) days of the commencement of new employment. Upon request from the University, Employee shall also promptly provide the University with any of his W-2 forms for each calendar year in which the University makes payments under this Section.

The Parties have bargained for and agreed to the foregoing liquidated damages provision. The Parties agree that payment of such liquidated damages by the University and acceptance thereof by the Employee shall constitute adequate reasonable compensation to Employee as a consequence of termination without cause. Employee shall not be entitled to receive any other compensation or benefits beyond the date of termination.

9. **Termination by Employee for Convenience.** Employee recognizes Employee has been hired to use unique talents for a specialized position, and Employee's promise to work for the duration of the Agreement is essential to the purpose of this Agreement. The Parties acknowledge University is making a very substantial investment in Employee's continued employment by entering into a multi-year contract, and the value of this multi-year contract is significantly higher than University would have offered for a one-year contract. The Parties also recognize stability is an integral component of developing a long-term successful athletic program, and the relationships Employee forms and the value of Employee's personal services will be irreplaceable by University. The Parties are familiar with the operations of NCAA Division I athletic programs and University's program, in particular, and they understand the economic and non-economic losses University would incur if Employee were not to fulfill the term of this Agreement. Such damages are difficult to quantify, and the true damages caused by Employee's breach may not be fully known for years to come.

In light of these considerations, the Parties agree that in the event Employee leaves before the expiration of this Agreement to take any football coaching position:

- a. At another Pac-12 institution, with the exception of head football coach, Employee and JLE shall pay the University, or cause to be paid, liquidated damages in a sum equal to one



hundred percent (100%) of the remainder of the Base Salary and JLE Compensation owed [described herein Sections 4(a) and 4(b)] through the End Date of the Agreement.

- b. At any non-Pac-12 NCAA member institution or National Football League (NFL) club, with the exception of head football coach or NFL Defensive Coordinator, Employee and JLE shall pay the University, or cause to be paid, liquidated damages in a sum equal to fifty percent (50%) of the remainder of the Base Salary and JLE Compensation owed [described herein Sections 4(a) and 4(b)] through the End Date of the Agreement.

The Parties agree the payment described above is their reasonable attempt to quantify the economic and non-economic losses to University, and it is not a penalty. The payment shall be made within 30 days of the end of Employee's employment. University agrees to accept the payment as its sole and exclusive remedy in the event Employee leaves before the expiration of the Agreement's Term, and to forego all other remedies, including actual damages and injunctive relief.

10. **Termination for Disability.** In the event of the inability of the Employee to continue to perform the obligations described in this Agreement by reason of death, illness, or some other occurrence beyond the control of either Party, and such inability to perform has continued or will continue beyond a reasonable period of time as determined by the Director, in the Director's sole discretion, this Agreement shall automatically terminate, effective on the date University gives Employee written notice of the Termination for Disability, and all future obligations between the Parties beyond such date shall cease unless otherwise required by law. Notwithstanding the foregoing, this Agreement does not and shall not be construed to afford the University the right to take any action that is unlawful under the American with Disabilities Act or to constitute a waiver of rights under said Act.
11. **Apparel and Equipment Agreement.** The University and Employee acknowledge and agree that ICA is contractually obligated to require student athletes, staff, and coaches, including Employee, to use or wear specific shoes, apparel, and equipment for University athletics and athletic-related events. Employee agrees to materially comply with and abide by the terms and conditions of all such contractual obligations, as well as with the reasonable and customary terms of any successor contractual obligations the University executes.
12. **Personality Rights.** During the term of this Agreement, as specified above, Employee grants the University the exclusive royalty-free right to use, and the right to grant to others the reasonable use of Employee's name, nickname, initials, autograph, facsimile signature, voice, video or film portrayals, photographs, likeness, images, facsimile images, logos, trademarks, resemblance, and other indicia closely identified with Employee (collectively, Employee's "Personality Rights") in connection with, in association with, or for the promotion of the University, ICA and its athletic programs, ICA's equipment and apparel providers, ICA's multimedia rights holder, and any other ICA-related sponsorship agreement. Notwithstanding the aforementioned, Employee shall not be required to personally endorse or promote in a commercial manner the use or purchase of any non-University product or service. Employee agrees that the University may continue to use Employee's Personality Rights, on a non-exclusive royalty-free basis, and continue to receive compensation arising from such use for a period of up to one year following the termination or expiration of this Agreement to the extent reasonably required for the University, or its vendor, to complete the terms and conditions of existing contractual arrangements. Employee further agrees



that the University may use, and grant others the right to use, Employee's Personality Rights for factual, historical, archival, or documentary purposes.

JLE warrants and represents that it has authority to sublicense all the rights conveyed to University by Employee under this Section, and hereby grants such a sublicense to the University.

13. **NCAA, Conference or University Rule Violations.** In addition to the termination provision set forth in Section 7 above, a coach who the University believes has violated NCAA, Conference or University rules or regulations while employed by the University or during prior employment at another NCAA member institution shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures, including suspension without pay or termination of employment for significant or repetitive violations.
14. **Entire Agreement.** It is mutually understood and agreed that this Agreement contains all of the terms and conditions to which the Parties have agreed. No other understandings or representations, either oral or written, regarding this Agreement shall be deemed to exist or to bind the Parties. Any modification or amendment to this Agreement shall be made in writing and signed by each Party.
15. **Applicable Law and Venue.** This Agreement is made and entered into in the state of Washington and shall be governed by, and construed in accordance with, the laws of the state of Washington. Venue for any action under this Agreement shall be in Superior Court for King County, Washington.
16. **Severability.** If any provision of this Agreement is held to be illegal, invalid, or unenforceable under present or future laws, such provision shall be fully severable and this Agreement shall be construed and enforced as if such illegal, invalid, or unenforceable provision had never comprised a part of this Agreement, and the remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by the illegal, invalid or unenforceable provision or by its severance from this Agreement. Furthermore, in lieu of such illegal, invalid or unenforceable provision, there shall be added automatically as a part of this Agreement a provision as similar in its terms to such illegal, invalid or unenforceable provision as may be possible and be legal, valid and enforceable.
17. **JLE.** The Parties, including JLE, recognize and agree that JLE is not entitled to any benefits or subject to any obligations that are not specifically stated or described within this Agreement as a JLE benefit or obligation.

Employee shall indemnify, defend, and hold harmless the University, including its respective officers, directors, employees, students, agents, successors in interest, and affiliated entities, from and against any and all liabilities, losses, damages, claims, and expenses, fines, penalties, including reasonable legal fees, that may be incurred or suffered by the University arising out of third party claims related to JLE's a) obligations under this Agreement; or b) material breach of this Agreement.


In the event that JLE dissolves or becomes either unable or unwilling to perform its obligations under this Agreement, as determined by the Director in his/her sole and reasonable discretion, Employee shall assume responsibility for all such obligations. In such a case, upon assumption of these responsibilities, all benefits earned by JLE shall vest in Employee instead of JLE.




18. **Counterparts.** This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument. Any executed counterpart transmitted by facsimile or similar transmission by any Party shall be deemed an original and shall be binding upon such Party.

**IN WITNESS WHEREOF**, the Parties have executed this Agreement to be effective as of the date first written above.


UNIVERSITY OF WASHINGTON

  
\_\_\_\_\_  
Jennifer Cohen  
Director of Intercollegiate Athletics

4/3/19  
\_\_\_\_\_  
Date


  
\_\_\_\_\_  
James P. Lake  
Defensive Coordinator and Assistant Football Coach

4/3/19  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
J Lake Enterprises LLC

4/3/19  
\_\_\_\_\_  
Date

Approved as to Form:

  
\_\_\_\_\_  
James Buder  
Assistant Attorney General

4/19/19  
\_\_\_\_\_  
Date